

Be Heard



Be Heard Webinar
September 2023

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Pandemic Affect

Employee listening trends have changed

Pre-Pandemic

- HR kept "ear to the ground" to gather feedback
- "Kitchen Talk" allowed colleagues to connect
- Annual, company-wide survey considered adequate
- Departments managed their own feedback collection

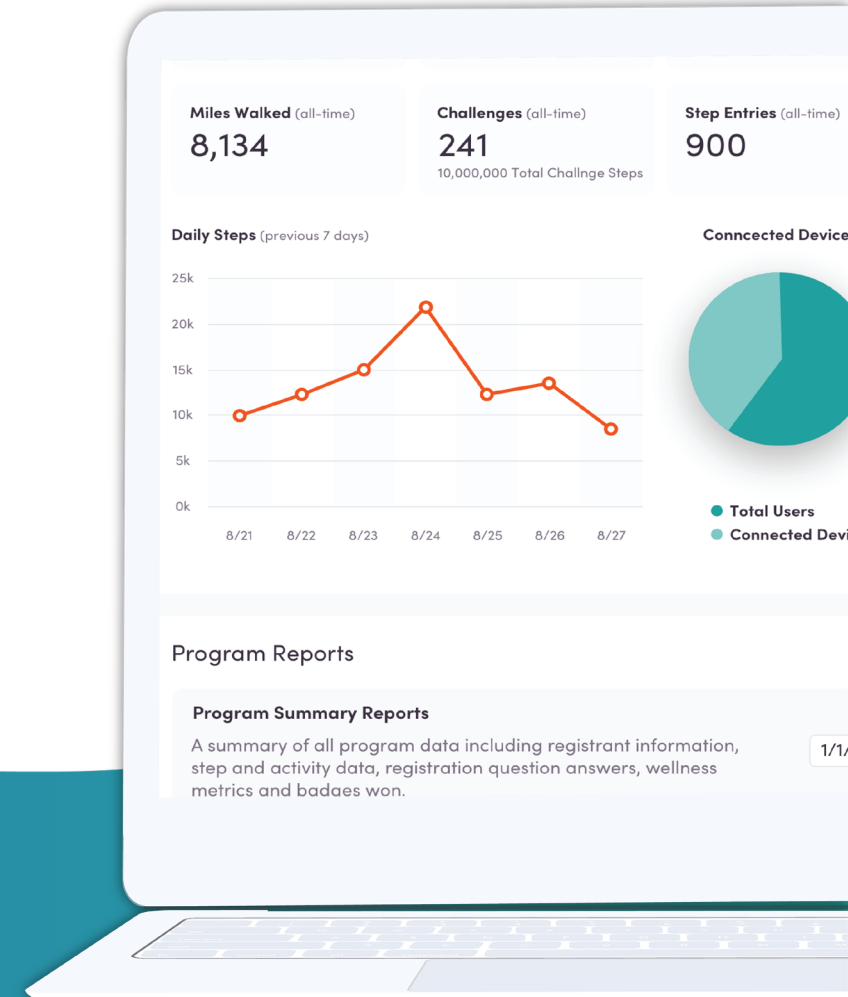
Post-Pandemic

- Remote / Hybrid work have eliminated informal channels
- Old channels exposed as not scalable
- Low trust environments have created employee skepticism
- HR now having to satisfy department-level needs

What it means to Be Heard

Listening to employee feedback has never been more important

- ✓ **LISTEN:** the modern workplace requires companies to keep a frequent pulse on engagement as part of a broader employee listening strategy.
- ✓ **MEASURE:** leverage our science-backed engagement model your own custom factors or a hybrid approach to get the best results for your organization.
- ✓ **ANALYZE:** we provide hundreds of pre-configured visualizations with true analytics capabilities reducing admin time for HR teams so you can focus on insights and action.



What it means to Be Heard

Finding the perfect fit

Entry-Level Tools

Affordable alternatives with limited customization, light analysis options, and no clear insights,



Overly Complex Solutions

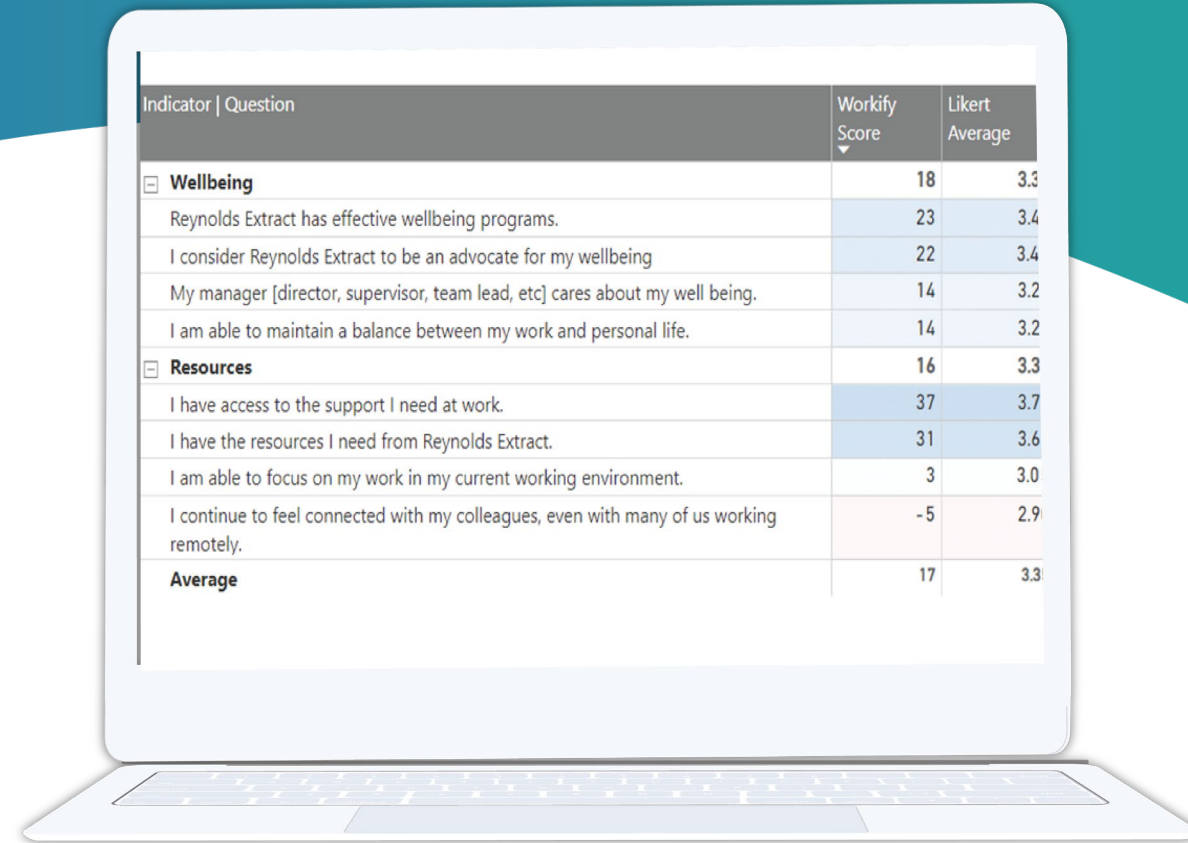
Expensive solutions that require organization experts to manage. Capabilities are generally under-utilized and overly complex.



Introducing Be Heard

Terryberry's Be Heard platform is an easy to deploy, major upgrade to entry-level tools and an affordable alternative to overly complex and under-utilized solutions.

Be Heard delivers employee listening channels and dashboards that provide key insights and actions to strengthen employee engagement.



Indicator Question	Workify Score	Likert Average
Wellbeing	18	3.3
Reynolds Extract has effective wellbeing programs.	23	3.4
I consider Reynolds Extract to be an advocate for my wellbeing	22	3.4
My manager [director, supervisor, team lead, etc] cares about my well being.	14	3.2
I am able to maintain a balance between my work and personal life.	14	3.2
Resources	16	3.3
I have access to the support I need at work.	37	3.7
I have the resources I need from Reynolds Extract.	31	3.6
I am able to focus on my work in my current working environment.	3	3.0
I continue to feel connected with my colleagues, even with many of us working remotely.	-5	2.9
Average	17	3.3



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Be Heard - Engagement Survey Suite

Unlock Critical Insights & Drive Action



Engagement Surveys

provide a baseline, rooted in people science, that measures your employees' level of engagement.



Pulse Surveys

allow you to deploy real-time, quick-to-action, surveys on topical areas that can drive data backed decisions.



Experience Surveys

measure the moments that matter & will help you listen to your people from their first to their last day at the company.



Always-On Feedback

provides your employees with a means to flag questions / issues via a two-way chat that protects anonymity.



360 Feedback

provides a simple and powerful way of aligning people's behaviors with your organizational needs.

Schedule a Demo?

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